

**BEFORE THE
BOARD OF REGISTERED NURSING
DEPARTMENT OF CONSUMER AFFAIRS
STATE OF CALIFORNIA**

In the Matter of the Accusation Against:

GLORIA ZEMITIS

Respondent.

Case No. 2008-26

OAH No. 2007090719

DECISION AND ORDER

The attached Stipulated Settlement and Disciplinary Order is hereby adopted by the Board of Registered Nursing, Department of Consumer Affairs, as its Decision in this matter.

This Decision shall become effective on April 14, 2008.

It is so ORDERED March 14, 2008.

La Francine W Tate

FOR THE BOARD OF REGISTERED NURSING
DEPARTMENT OF CONSUMER AFFAIRS

1 EDMUND G. BROWN JR., Attorney General
of the State of California
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9
10 **BEFORE THE**
BOARD OF REGISTERED NURSING
DEPARTMENT OF CONSUMER AFFAIRS
11 **STATE OF CALIFORNIA**

12 In the Matter of the Accusation Against:

13 GLORIA ZEMITIS
16895 Stoneglass
14 Tustin, CA 92780

15 Registered Nurse License No. 350717

16 Respondent.

Case No. 2008-26

OAH No. 2007090719

**STIPULATED SETTLEMENT AND
DISCIPLINARY ORDER**

17
18 IT IS HEREBY STIPULATED AND AGREED by and between the parties to the
19 above-entitled proceedings that the following matters are true:

20 **PARTIES**

21 1. Ruth Ann Terry, M.P.H., R.N. (Complainant) is the Executive Officer of
22 the Board of Registered Nursing. She brought this action solely in her official capacity and is
23 represented in this matter by Edmund G. Brown Jr., Attorney General of the State of California,
24 by Amanda Dodds, Legal Analyst.

25 2. Gloria Zemitis (Respondent) is representing herself in this proceeding and
26 has chosen not to exercise her right to be represented by counsel.

27 3. On or about September 30, 1982, the Board of Registered Nursing issued
28 Registered Nurse License No. 350717 to Respondent. The license will expire on July 31, 2008.

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Board of Registered Nursing may communicate directly with the Board regarding this stipulation and settlement, without notice to or participation by Respondent. By signing the stipulation, Respondent understands and agrees that she may not withdraw her agreement or seek to rescind the stipulation prior to the time the Board considers and acts upon it. If the Board fails to adopt this stipulation as its Decision and Order, the Stipulated Settlement and Disciplinary Order shall be of no force or effect, except for this paragraph, it shall be inadmissible in any legal action between the parties, and the Board shall not be disqualified from further action by having considered this matter.

11. The parties understand and agree that facsimile copies of this Stipulated Settlement and Disciplinary Order, including facsimile signatures thereto, shall have the same force and effect as the originals.

12. In consideration of the foregoing admissions and stipulations, the parties agree that the Board may, without further notice or formal proceeding, issue and enter the following Disciplinary Order:

DISCIPLINARY ORDER

IT IS HEREBY ORDERED that Registered Nurse License No. 350717 issued to Respondent Gloria Zemitis is revoked. However, the revocation is stayed and Respondent is placed on probation for three (3) years on the following terms and conditions.

Severability Clause. Each condition of probation contained herein is a separate and distinct condition. If any condition of this Order, or any application thereof, is declared unenforceable in whole, in part, or to any extent, the remainder of this Order, and all other applications thereof, shall not be affected. Each condition of this Order shall separately be valid and enforceable to the fullest extent permitted by law.

1. **Obey All Laws.** Respondent shall obey all federal, state and local laws. A full and detailed account of any and all violations of law shall be reported by Respondent to the Board in writing within seventy-two (72) hours of occurrence. To permit monitoring of compliance with this condition, Respondent shall submit completed fingerprint forms and

1 fingerprint fees within 45 days of the effective date of the decision, unless previously submitted
2 as part of the licensure application process.

3 **Criminal Court Orders:** If Respondent is under criminal court orders, including
4 probation or parole, and the order is violated, this shall be deemed a violation of these probation
5 conditions, and may result in the filing of an accusation and/or petition to revoke probation.

6 2. **Comply with the Board's Probation Program.** Respondent shall fully
7 comply with the conditions of the Probation Program established by the Board and cooperate
8 with representatives of the Board in its monitoring and investigation of the Respondent's
9 compliance with the Board's Probation Program. Respondent shall inform the Board in writing
10 within no more than 15 days of any address change and shall at all times maintain an active,
11 current license status with the Board, including during any period of suspension.

12 Upon successful completion of probation, Respondent's license shall be fully
13 restored.

14 3. **Report in Person.** Respondent, during the period of probation, shall
15 appear in person at interviews/meetings as directed by the Board or its designated
16 representatives.

17 4. **Residency, Practice, or Licensure Outside of State.** Periods of
18 residency or practice as a registered nurse outside of California shall not apply toward a reduction
19 of this probation time period. Respondent's probation is tolled, if and when she resides outside
20 of California. Respondent must provide written notice to the Board within 15 days of any change
21 of residency or practice outside the state, and within 30 days prior to re-establishing residency or
22 returning to practice in this state.

23 Respondent shall provide a list of all states and territories where she has ever been
24 licensed as a registered nurse, vocational nurse, or practical nurse. Respondent shall further
25 provide information regarding the status of each license and any changes in such license status
26 during the term of probation. Respondent shall inform the Board if she applies for or obtains a
27 new nursing license during the term of probation.

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1 5. **Submit Written Reports.** Respondent, during the period of probation,
2 shall submit or cause to be submitted such written reports/declarations and verification of actions
3 under penalty of perjury, as required by the Board. These reports/declarations shall contain
4 statements relative to Respondent's compliance with all the conditions of the Board's Probation
5 Program. Respondent shall immediately execute all release of information forms as may be
6 required by the Board or its representatives.

7 Respondent shall provide a copy of this Decision to the nursing regulatory agency
8 in every state and territory in which she has a registered nurse license.

9 6. **Function as a Registered Nurse.** Respondent, during the period of
10 probation, shall engage in the practice of registered nursing in California for a minimum of 24
11 hours per week for 6 consecutive months or as determined by the Board.

12 For purposes of compliance with the section, "engage in the practice of registered
13 nursing" may include, when approved by the Board, volunteer work as a registered nurse, or
14 work in any non-direct patient care position that requires licensure as a registered nurse.

15 The Board may require that advanced practice nurses engage in advanced practice
16 nursing for a minimum of 24 hours per week for 6 consecutive months or as determined by the
17 Board.

18 If Respondent has not complied with this condition during the probationary term,
19 and Respondent has presented sufficient documentation of her good faith efforts to comply with
20 this condition, and if no other conditions have been violated, the Board, in its discretion, may
21 grant an extension of Respondent's probation period up to one year without further hearing in
22 order to comply with this condition. During the one year extension, all original conditions of
23 probation shall apply.

24 7. **Employment Approval and Reporting Requirements.** Respondent
25 shall obtain prior approval from the Board before commencing or continuing any employment,
26 paid or voluntary, as a registered nurse. Respondent shall cause to be submitted to the Board all
27 performance evaluations and other employment related reports as a registered nurse upon request
28 of the Board.

Respondent shall provide a copy of this Decision to her employer and immediate supervisors prior to commencement of any nursing or other health care related employment.

In addition to the above, Respondent shall notify the Board in writing within seventy-two (72) hours after she obtains any nursing or other health care related employment. Respondent shall notify the Board in writing within seventy-two (72) hours after she is terminated or separated, regardless of cause, from any nursing, or other health care related employment with a full explanation of the circumstances surrounding the termination or separation.

8. **Supervision.** Respondent shall obtain prior approval from the Board regarding Respondent's level of supervision and/or collaboration before commencing or continuing any employment as a registered nurse, or education and training that includes patient care.

Respondent shall practice only under the direct supervision of a registered nurse in good standing (no current discipline) with the Board of Registered Nursing, unless alternative methods of supervision and/or collaboration (e.g., with an advanced practice nurse or physician) are approved.

Respondent's level of supervision and/or collaboration may include, but is not limited to the following:

(a) Maximum - The individual providing supervision and/or collaboration is present in the patient care area or in any other work setting at all times.

(b) Moderate - The individual providing supervision and/or collaboration is in the patient care unit or in any other work setting at least half the hours Respondent works.

(c) Minimum - The individual providing supervision and/or collaboration has person-to-person communication with Respondent at least twice during each shift worked.

(d) Home Health Care - If Respondent is approved to work in the home health care setting, the individual providing supervision and/or collaboration shall have person-to-person communication with Respondent as required by the Board each work day. Respondent shall maintain telephone or other telecommunication contact with the individual providing

1 supervision and/or collaboration as required by the Board during each work day. The individual
2 providing supervision and/or collaboration shall conduct, as required by the Board, periodic, on-
3 site visits to patients' homes visited by Respondent with or without Respondent present.

4 **9. Employment Limitations.** Respondent shall not work for a nurse's
5 registry, in any private duty position as a registered nurse, a temporary nurse placement agency, a
6 traveling nurse, or for an in-house nursing pool.

7 Respondent shall not work for a licensed home health agency as a visiting nurse
8 unless the registered nursing supervision and other protections for home visits have been
9 approved by the Board. Respondent shall not work in any other registered nursing occupation
10 where home visits are required.

11 Respondent shall not work in any health care setting as a supervisor of registered
12 nurses. The Board may additionally restrict Respondent from supervising licensed vocational
13 nurses and/or unlicensed assistive personnel on a case-by-case basis.

14 Respondent shall not work as a faculty member in an approved school of nursing
15 or as an instructor in a Board approved continuing education program.

16 Respondent shall work only on a regularly assigned, identified and predetermined
17 worksite(s) and shall not work in a float capacity.

18 If Respondent is working or intends to work in excess of 40 hours per week, the
19 Board may request documentation to determine whether there should be restrictions on the hours
20 of work.

21 **10. Complete a Nursing Course(s).** Respondent, at her own expense, shall
22 enroll and successfully complete a course(s) relevant to the practice of registered nursing no later
23 than six months prior to the end of her probationary term.

24 Respondent shall obtain prior approval from the Board before enrolling in the
25 course(s). Respondent shall submit to the Board the original transcripts or certificates of
26 completion for the above required course(s). The Board shall return the original documents to
27 Respondent after photocopying them for its records.

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1 11. **Cost Recovery.** Respondent shall pay to the Board costs associated with
2 its investigation and enforcement pursuant to Business and Professions Code section 125.3 in the
3 amount of \$4,000.00 (Four Thousand Dollars). Respondent shall be permitted to pay these costs
4 in a payment plan approved by the Board, with payments to be completed no later than three
5 months prior to the end of the probation term.

6 If Respondent has not complied with this condition during the probationary term,
7 and Respondent has presented sufficient documentation of her good faith efforts to comply with
8 this condition, and if no other conditions have been violated, the Board, in its discretion, may
9 grant an extension of Respondent's probation period up to one year without further hearing in
10 order to comply with this condition. During the one year extension, all original conditions of
11 probation will apply.

12 12. **Violation of Probation.** If Respondent violates the conditions of her
13 probation, the Board after giving Respondent notice and an opportunity to be heard, may set
14 aside the stay order and impose the stayed revocation of Respondent's license.

15 If during the period of probation, an accusation or petition to revoke probation has
16 been filed against Respondent's license or the Attorney General's Office has been requested to
17 prepare an accusation or petition to revoke probation against Respondent's license, the
18 probationary period shall automatically be extended and shall not expire until the accusation or
19 petition has been acted upon by the Board.

20 13. **License Surrender.** During Respondent's term of probation, if she ceases
21 practicing due to retirement, health reasons or is otherwise unable to satisfy the conditions of
22 probation, Respondent may surrender her license to the Board. The Board reserves the right to
23 evaluate Respondent's request and to exercise its discretion whether to grant the request, or to
24 take any other action deemed appropriate and reasonable under the circumstances, without
25 further hearing. Upon formal acceptance of the tendered license and wall certificate, Respondent
26 will no longer be subject to the conditions of probation.

27 Surrender of Respondent's license shall be considered a disciplinary action and
28 shall become a part of Respondent's license history with the Board. A registered nurse whose

license has been surrendered may petition the Board for reinstatement no sooner than the following minimum periods from the effective date of the disciplinary decision:

(1) Two years for reinstatement of a license that was surrendered for any reason other than a mental or physical illness; or

(2) One year for a license surrendered for a mental or physical illness.

14. **Physical Examination.** Within 45 days of the effective date of this Decision, Respondent, at her expense, shall have a licensed physician, nurse practitioner, or physician assistant, who is approved by the Board before the assessment is performed, submit an assessment of the Respondent's physical condition and capability to perform the duties of a registered nurse. Such an assessment shall be submitted in a format acceptable to the Board. If medically determined, a recommended treatment program will be instituted and followed by the Respondent with the physician, nurse practitioner, or physician assistant providing written reports to the Board on forms provided by the Board.

If Respondent is determined to be unable to practice safely as a registered nurse, the licensed physician, nurse practitioner, or physician assistant making this determination shall immediately notify the Board and Respondent by telephone, and the Board shall request that the Attorney General's office prepare an accusation or petition to revoke probation. Respondent shall immediately cease practice and shall not resume practice until notified by the Board. During this period of suspension, Respondent shall not engage in any practice for which a license issued by the Board is required until the Board has notified Respondent that a medical determination permits Respondent to resume practice. This period of suspension will not apply to the reduction of the probation time period. This period of suspension is separate and apart from the one year suspension set forth in probation term number 20, below.

If Respondent fails to have the above assessment submitted to the Board within the 45-day requirement, Respondent shall immediately cease practice and shall not resume practice until notified by the Board. This period of suspension will not apply to the reduction of the probation time period. The Board may waive or postpone this suspension only if significant, documented evidence of mitigation is provided. Such evidence must establish good faith efforts

by Respondent to obtain the assessment, and a specific date for compliance must be provided.
Only one such waiver or extension may be permitted.

15. **Participate in Treatment/Rehabilitation Program for Chemical Dependence.** Respondent, at her expense, shall successfully complete during the probationary period or shall have successfully completed prior to commencement of probation a Board-approved treatment/rehabilitation program of at least six months duration. As required, reports shall be submitted by the program on forms provided by the Board. If Respondent has not completed a Board-approved treatment/rehabilitation program prior to commencement of probation, Respondent, within 45 days from the effective date of the decision, shall be enrolled in a program. If a program is not successfully completed within the first nine months of probation, the Board shall consider Respondent in violation of probation.

Based on Board recommendation, each week Respondent shall be required to attend at least one, but no more than five 12-step recovery meetings or equivalent (e.g., Narcotics Anonymous, Alcoholics Anonymous, etc.) and a nurse support group as approved and directed by the Board. If a nurse support group is not available, an additional 12-step meeting or equivalent shall be added. Respondent shall submit dated and signed documentation confirming such attendance to the Board during the entire period of probation. Respondent shall continue with the recovery plan recommended by the treatment/rehabilitation program or a licensed mental health examiner and/or other ongoing recovery groups.

16. **Abstain from Use of Psychotropic (Mood-Altering) Drugs.** Respondent shall completely abstain from the possession, injection or consumption by any route of all controlled substances and all psychotropic (mood altering) drugs, including alcohol, except when the same are ordered by a health care professional legally authorized to do so as part of documented medical treatment. Respondent shall have sent to the Board, in writing and within fourteen (14) days, by the prescribing health professional, a report identifying the medication, dosage, the date the medication was prescribed, the Respondent's prognosis, the date the medication will no longer be required, and the effect on the recovery plan, if appropriate.

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Respondent shall identify for the Board a single physician, nurse practitioner or physician assistant who shall be aware of Respondent's history of substance abuse and will coordinate and monitor any prescriptions for Respondent for dangerous drugs, controlled substances or mood-altering drugs. The coordinating physician, nurse practitioner, or physician assistant shall report to the Board on a quarterly basis Respondent's compliance with this condition. If any substances considered addictive have been prescribed, the report shall identify a program for the time limited use of any such substances.

The Board may require the single coordinating physician, nurse practitioner, or physician assistant to be a specialist in addictive medicine, or to consult with a specialist in addictive medicine.

17. **Submit to Tests and Samples.** Respondent, at her expense, shall participate in a random, biological fluid testing or a drug screening program which the Board approves. The length of time and frequency will be subject to approval by the Board. Respondent is responsible for keeping the Board informed of Respondent's current telephone number at all times. Respondent shall also ensure that messages may be left at the telephone number when she is not available and ensure that reports are submitted directly by the testing agency to the Board, as directed. Any confirmed positive finding shall be reported immediately to the Board by the program and Respondent shall be considered in violation of probation.

In addition, Respondent, at any time during the period of probation, shall fully cooperate with the Board or any of its representatives, and shall, when requested, submit to such tests and samples as the Board or its representatives may require for the detection of alcohol, narcotics, hypnotics, dangerous drugs, or other controlled substances.

If Respondent has a positive drug screen for any substance not legally authorized and not reported to the coordinating physician, nurse practitioner, or physician assistant, and the Board files a petition to revoke probation or an accusation, the Board may suspend Respondent from practice pending the final decision on the petition to revoke probation or the accusation. This period of suspension will not apply to the reduction of the probation time period.

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1 If Respondent fails to participate in a random, biological fluid testing or drug
2 screening program within the specified time frame, Respondent shall immediately cease practice
3 and shall not resume practice until notified by the Board. After taking into account documented
4 evidence of mitigation, if the Board files a petition to revoke probation or an accusation, the
5 Board may suspend Respondent from practice pending the final decision on the petition to
6 revoke probation or the accusation. This period of suspension will not apply to the reduction of
7 the probation time period.

8 **18. Mental Health Examination.** Respondent shall, within 45 days of the
9 effective date of this Decision, have a mental health examination including psychological testing
10 as appropriate to determine her capability to perform the duties of a registered nurse. The
11 examination will be performed by a psychiatrist, psychologist or other licensed mental health
12 practitioner approved by the Board. The examining mental health practitioner will submit a
13 written report of that assessment and recommendations to the Board. All costs are the
14 responsibility of Respondent. Recommendations for treatment, therapy or counseling made as a
15 result of the mental health examination will be instituted and followed by Respondent.

16 If Respondent is determined to be unable to practice safely as a registered nurse,
17 the licensed mental health care practitioner making this determination shall immediately notify
18 the Board and Respondent by telephone, and the Board shall request that the Attorney General's
19 office prepare an accusation or petition to revoke probation. Respondent shall immediately cease
20 practice and may not resume practice until notified by the Board. During this period of
21 suspension, Respondent shall not engage in any practice for which a license issued by the Board
22 is required, until the Board has notified Respondent that a mental health determination permits
23 Respondent to resume practice. This period of suspension will not apply to the reduction of the
24 probation time period. This period of suspension is separate and apart from the one year
25 suspension set forth in probation term number 20, below.

26 If Respondent fails to have the above assessment submitted to the Board within
27 the 45-day requirement, Respondent shall immediately cease practice and shall not resume
28 practice until notified by the Board. This period of suspension will not apply to the reduction of

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1 the probation time period. The Board may waive or postpone this suspension only if significant,
2 documented evidence of mitigation is provided. Such evidence must establish good faith efforts
3 by Respondent to obtain the assessment, and a specific date for compliance must be provided.
4 Only one such waiver or extension may be permitted.

5 19. **Therapy or Counseling Program.** Respondent, at her expense, shall
6 participate in an on-going counseling program until such time as the Board releases her from this
7 requirement and only upon the recommendation of the counselor. Written progress reports from
8 the counselor will be required at various intervals.

9 20. **Actual Suspension of License.** Respondent is suspended from the
10 practice of registered nursing for the first twelve (12) months of the period of probation,
11 commencing on the effective date of this decision.

12 During the suspension period, all probation conditions are in full force and effect
13 except those relating to actual nursing practice. Further, the twelve (12) month period of
14 suspension will not be considered as "probation time" in the event Respondent applies for any
15 reduction of the period of probation.

16 ACCEPTANCE

17 I have carefully read the Stipulated Settlement and Disciplinary Order. I
18 understand the stipulation and the effect it will have on my Registered Nurse License. I enter
19 into this Stipulated Settlement and Disciplinary Order voluntarily, knowingly, and intelligently,
20 and agree to be bound by the Decision and Order of the Board of Registered Nursing.

21 DATED: 1/7/08

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24 GLORIA ZEMITS
Respondent

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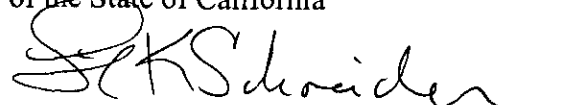
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ENDORSEMENT

The foregoing Stipulated Settlement and Disciplinary Order is hereby respectfully submitted for consideration by the Board of Registered Nursing of the Department of Consumer Affairs.

DATED: 11/7/08

EDMUND G. BROWN JR., Attorney General
of the State of California



LINDA K. SCHNEIDER
Supervising Deputy Attorney General

Attorneys for Complainant

Exhibit A
Accusation No. 2008-26

1 EDMUND G. BROWN JR., Attorney General
of the State of California

2 MARGARET ANN LAFKO

Supervising Deputy Attorney General

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Deputy Attorney General

4 California Department of Justice

110 West "A" Street, Suite 1100

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San Diego, CA 92186-5266

7 Telephone: (619) 645-2064

Facsimile: (619) 645-2061

8 Attorneys for Complainant

10 **BEFORE THE**
11 **BOARD OF REGISTERED NURSING**
12 **DEPARTMENT OF CONSUMER AFFAIRS**
STATE OF CALIFORNIA

13 In the Matter of the Accusation Against:

Case No. 2008-26

14 **GLORIA BARBARA ZEMITIS**

16895 Stoneglass

15 Tustin, California 92780

A C C U S A T I O N

16 Registered Nurse License No. 350717

17 Respondent.

18
19 Ruth Ann Terry, M.P.H., R.N. ("Complainant") alleges:

20 **PARTIES**

21 1. Complainant brings this Accusation solely in her official capacity as the
22 Executive Officer of the Board of Registered Nursing, Department of Consumer Affairs.

23 **Registered Nurse License,**

24 2. On or about September 30, 1982, the Board of Registered Nursing issued
25 Registered Nurse License Number 350717 to Gloria Barbara Zemitis ("Respondent"). The
26 license will expire on July 31, 2008, unless renewed.

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1 **CAUSE FOR DISCIPLINE**

2 **(Possessed in Violation of Law and Self Administer)**

3 8. Respondent is subject to discipline under Code section 2761, subdivision
4 (a), on the grounds of unprofessional conduct, as defined in Code section 2762, subdivision (a),
5 in that on or about February 16, 2001, April 21, 2004, and in or about February 2005,

6 Respondent committed the following acts:

7 a. Respondent possessed Cocaine and/or Cannabinoids in violation of Code
8 section 4060.

9 b. Respondent self administered Cocaine and/or Cannabinoids.

10 **PRAYER**

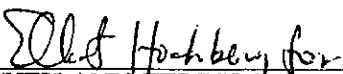
11 WHEREFORE, Complainant requests that a hearing be held on the matters herein
12 alleged, and that following the hearing, the Board of Registered Nursing issue a decision:

13 1. Revoking or suspending Registered Nurse License Number 350717, issued
14 to Gloria Barbara Zemitis;

15 2. Ordering Gloria Barbara Zemitis to pay the Board of Registered Nursing
16 the reasonable costs of the investigation and enforcement of this case, pursuant to Code section
17 125.3; and,

18 3. Taking such other and further action as deemed necessary and proper.

19
20 DATED: 7/20/07

21
22 
23 RUTH ANN TERRY, M.P.H., R.N.
24 Executive Officer
25 Board of Registered Nursing
26 Department of Consumer Affairs
27 State of California
28 Complainant